



MAKING A DIFFERENCE

WHISTLEBLOWER POLICY

IGO encourages and protects employees, former employees, potential employees, and other parties with a relationship to IGO who speak up about behaviour that they believe is unethical, illegal, or goes against the IGO Values.

Scope

The Corporations Act 2001 (Cth), the Tax Administration Act 1953 (Cth), and the Fair Work (Registered Organisations) Act 2009 all provide for the protection of whistleblowers.

This Policy applies to all employees, directors and officers, as well as contractors and consultants of IGO.

Policy Statement

IGO will:

- Ensure that all people who raise a concern are protected from reprisal, including but not limited to dismissal, disadvantage, discrimination, or other damages
- Investigate all reports of a protected disclosure in a confidential, timely, and professional matter
- Implement and communicate a procedure to accompany this policy, outlining the specific steps and processes for whistleblowing within the business

Responsibilities

All personnel covered by the scope of this Policy have a shared and personal responsibility to ensure their actions are managed in accordance with this Policy, the IGO Code of Conduct, and other relevant procedures.

The IGO Board and Executive Leadership Team have ultimate oversight of whistleblower management.

A handwritten signature in black ink, appearing to read 'Ivan Vella', with a small flourish at the end.

Ivan Vella
Managing Director and CEO
IGO Limited